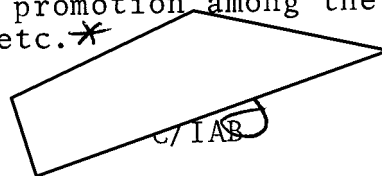


20 NOV 1981

Pete -

The attached pages show AGENCY promotions for FY81 for the total population, for blacks and for hispanics. There are similar pages for each Directorate career service.

Although the pure stats are interesting, we could probably put together a more meaningful analysis in terms of relative progression of whites, blacks & hispanics; the relative percentage of promotion among the populations, etc.*



* and where it would lead at current rates.

PAW RW

C/HRPS

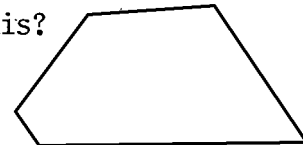
Stan:

Got to thinking about promotion rates while driving to work this am. Asked Monty for some grass statistics and comparted them with the last APR. The rates seem favorable

This led Irene, Bob and I into a disussion of what maybe needs to be monitored.

Thus, would like to revisit the area of MIS monitoring...even tho I recall the great deal of interest shown by F.O.

Can you, Irene and I plan to get together on this?



STAT

M/F: C/IAB/ID

I would like to know for fiscal year 81, the numbers of

females

minorities by category

promoted to

GS 13

GS 14

GS 15

by and for each grade

Career Service

Agency Total

Thank^s



DD/PAE

25X1

Approved For Release 2005/07/12 : CIA-RDP86-00024R000100040006-0

Approved For Release 2005/07/12 : CIA-RDP86-00024R000100040006-0

** K14 **

S E C R E T

REPORT NO R484186I

AGENCY BLACK PROMOTIONS BY SEX, SUB-CATEGORY AND GRADE

FROM 801001 THRU 810930

CAREER SERVICE	SEX	SUB-CAT	ITEM	TOTAL	TOT	SIS	06	05	04	03	02	01	00	TOTAL	15	14	13	12	11	10	09	08	07	06	05	04	03	02	01	00	
✓ MALE			PROF PROM	107	0	0	0	0	0	0	0	0	0	107	3	4	16	24	18	10	13	16	3	0	0	0	0	0	0	0	0
			AVE MIG	30										30	44	40	38	26	19	44	26	30	14								
			MEDIAN	23										23	44	42	28	23	18	26	9	14	16								
			AVE AGE	34										34	42	36	40	33	35	34	30	30	24								
			TECH PROM	31	0	0	0	0	0	0	0	0	0	31	0	0	0	1	3	14	5	6	0	1	1	0	0	0	0	0	0
			AVE MIG	39										39				46	10	65	12	21		10	16						
			MEDIAN	16										16				46	12	55	22	22		10	16						
			AVE AGE	35										35				36	44	36	35	32		23	20						
			CLER PROM	57	0	0	0	0	0	0	0	0	0	57	0	0	0	0	0	0	4	3	11	11	17	7	3				
			AVE MIG	21										21						65	31	75	36	19	9	7	1				
			MEDIAN	16										16						65	21	73	25	12	9	7	1				
			AVE AGE	27										27						36	45	29	25	24	20	20					
			TOTL PROM	195	0	0	0	0	0	0	0	0	0	195	3	4	16	25	21	25	22	25	14	18	18	7	3				
			AVE MIG	29										29	44	40	38	26	18	57	23	33	31	18	9	7	1				
			MEDIAN	17										17	44	42	28	23	17	33	10	17	21	11	9	7	1				
			AVE AGE	32										32	42	36	40	33	37	35	34	32	28	25	24	20	20				
✓ FEMALE			PROF PROM	72	0	0	0	0	0	0	0	0	0	72	0	0	6	9	12	16	17	10	2	0	0	0	0	0	0	0	0
			AVE MIG	27										27			34	22	16	30	26	35	37								
			MEDIAN	23										23			33	23	13	32	18	13	37								
			AVE AGE	31										31			39	31	29	32	30	29	28								
			TECH PROM	11	0	0	0	0	0	0	0	0	0	11	0	0	0	1	0	0	1	4	2	0	0	0	0	0	0	0	0
			AVE MIG	38										38				16			12	40	84								
			MEDIAN	21										21				16			12	40	21	84							
			AVE AGE	32										32				41			25	39	25	30							
			CLER PROM	200	0	0	0	0	0	0	0	0	0	200	0	0	0	0	0	0	0	12	40	64	39	28	12				
			AVE MIG	25										25							40	57	47	24	13	10	1				
			MEDIAN	15										15							36	43	36	15	10	9	1				
			AVE AGE	26										26							43	33	32	26	25	20	18				
			TOTL PROM	283	0	0	0	0	0	0	0	0	0	283	0	0	6	10	12	16	23	26	45	66	39	28	12				
			AVE MIG	26										26			34	21	16	30	28	46	45	26	13	10	1				
			MEDIAN	18										18			33	23	13	32	18	30	35	16	10	9	1				
			AVE AGE	28										28			39	32	29	32	33	33	31	26	25	20	18				
TOTAL			PROF PROM	179	0	0	0	0	0	0	0	0	0	179	3	4	22	33	30	26	30	26	5	0	0	0	0	0	0	0	0
			AVE MIG	29										29	44	40	37	25	18	35	27	23	23								
			MEDIAN	23										23	44	42	31	23	17	27	12	14	19								
			AVE AGE	33										33	42	36	40	32	33	33	30	30	26								
			TECH PROM	42	0	0	0	0	0	0	0	0	0	42	0	0	0	2	3	14	6	6	3	1	1	0	0	0	0	0	0
			AVE MIG	38										38					10	14	12	10	10								
			MEDIAN	24										24					12	65	29	21	39	16							
			AVE AGE	34										34					12	55	36	33	28	27	20						
			CLER PROM	257	0	0	0	0	0	0	0	0	0	257	0	0	0	0	0	0	9	15	51	75	56	35	15				
			AVE MIG	25										25						65	36	60	44	24	12	9	1				
			MEDIAN	19										19						65	24	56	36	15	9	8					
			AVE AGE	27										27						36	44	36	31	26	24	20	18				
✓ TOTL			PROM	478	0	0	0	0	0	0	0	0	0	478	3	4	22	35	33	41	45	51	59	78	57	35	15				
			AVE MIG	27										27	44	40	37	25	17	46	26	40	41	25	12	9	1				
			MEDIAN	23										23	44	42	31	23	15	33	12	26	30	15	9	8					
			AVE AGE	30										30	42	36	40	33	34	34	33	32	30	26	24	20	18				

S E C R E T

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** 103 **

S E C R E T

REPORT NO R4841860

AGENCY HISPANIC PROMOTIONS BY SEX, SUB-CATEGORY AND GRADE

FROM 801001 THRU 810930

CAREER SERVICE			SEX	SUB-CAT	ITEM	TOTAL	TOT	SIS	**	**	06	**	05	**	04	S	IS	**	03	**	02	**	01	TOTAL	GS	**	15	**	14	**	13	**	12	GENERAL	11	10	09	SCHEDULE	08	07	06	**	**	**	**	**	**	04	02/3		
✓	MALE	PROF	PROM	48	1	0	0	0	0	0	0	1	0	47	4	2	9	5	15	6	2	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
			AVE MIG	24	12							12		24	52	87	29	21	18	12	6	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
			MEDIAN	18	12							12		21	55	87	28	24	18	11	6	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
			AVE AGE	33	43							43		33	43	48	35	35	32	27	24	26	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
		TECH	PROM	9	0	0	0	0	0	0	0	0	0	9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
			AVE MIG	21	10							10		21	10	0	0	0	15	45	6	6	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
			MEDIAN	10	10							10		10	15	0	0	0	15	45	6	6	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
			AVE AGE	31	31							31		31	31	0	0	0	31	27	26	26	32	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
		CLER	PROM	4	0	0	0	0	0	0	0	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
			AVE MIG	15	15							15		15	15	0	0	0	15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
			MEDIAN	15	15							15		15	15	0	0	0	15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
			AVE AGE	23	23							23		23	23	0	0	0	23	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		TOTL	PROM	61	1	0	0	0	0	0	1	0	60	4	2	9	5	17	9	4	5	1	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
			AVE MIG	23	12							12		23	52	87	29	21	18	23	6	6	10	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
			MEDIAN	16	12							12		18	55	87	28	24	18	14	6	6	10	5	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
			AVE AGE	32	43							43		32	43	48	35	35	32	29	26	26	32	22	24	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
✓	FEMALE	PROF	PROM	17	0	0	0	0	0	0	0	0	0	17	0	0	0	2	2	3	6	3	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
			AVE MIG	20										20	0	0	0	19	12	33	20	13	0	24	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
			MEDIAN	15										15	0	0	0	19	12	33	20	13	0	24	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
			AVE AGE	36										36	0	0	0	35	43	28	38	30	49	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		TECH	PROM	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
			AVE MIG																																																
			MEDIAN																																																
			AVE AGE																																																
		CLER	PROM	11	0	0	0	0	0	0	0	0	0	11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
			AVE MIG	14										14	0	0	0	14	0	12	0	17	22	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
			MEDIAN	14										14	0	0	0	14	0	12	0	17	22	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
			AVE AGE	34										34	0	0	0	34	0	45	35	28	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		TOTL	PROM	28	0	0	0	0	0	0	0	0	0	28	0	0	0	2	2	3	3	2	5	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
			AVE MIG	18										18	0	0	0	19	12	33	19	13	22	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
			MEDIAN	13										13	0	0	0	19	12	33	19	13	22	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
			AVE AGE	35										35	0	0	0	35	43	28	37	30	45	28	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL		PROF	PROM	65	1	0	0	0	0	1	0	64	4	2	9	7	17	9	8	7	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
			AVE MIG	23	12					12		23	52	87	29	21	18	19	17	9	0	24	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
			MEDIAN	17	12					12		22	55	87	28	22	12	19	13	10	0	24	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
			AVE AGE	34	43					43		33	43	48	35	35	33	27	34	28	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
		TECH	PROM	9	0	0	0	0	0	0	0	0	0	9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
			AVE MIG	21	10					10		21	10	0	0	0	0	15	45	6	6	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
			MEDIAN	10	10					10		10	15	0	0	0	0	15	45	6	6	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
			AVE AGE	31	31					31		31	31	0	0	0	0	31	27	26	26	32	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
		CLER	PROM	15	0	0	0	0	0	0	0	0	0	15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0</													

S E C R E T

PAGE 1

SECRET

Table 2

PROMOTION RATES WOMEN & MINORITY PROFESSIONALS
FY 1979 AND FY 1980

<u>% All Professional Promotions (Women)</u>		<u>% Women Professionals Promoted</u>
FY 79 Goal	22.37%	---
FY 79 Achieved	25.52	35.55
FY 80 Goal	27.41	---
FY 80 Achieved	25.20	35.46
<i>FY 81</i>	<i>28.57%</i>	
<u>% All Professional Promotions (Black)</u>		<u>% Black Professionals Promoted</u>
FY 79 Goal	5.90%	---
FY 79 Achieved	5.80	38.50
FY 80 Goal	6.34	---
FY 80 Achieved	4.71	30.52
<i>FY 81</i>	<i>6.32</i>	
<u>% All Professional Promotions (Asians)</u>		<u>% Asian Professionals Promoted</u>
FY 79 Goal	1.08%	---
FY 79 Achieved	1.93	28.73
FY 80 Goal	2.15	---
FY 80 Achieved	1.26	18.02
<u>% All Professional Promotions (Hispanics)</u>		<u>% Hispanic Professionals Promoted</u>
FY 79 Goal	2.46	---
FY 79 Achieved	1.98	33.57
FY 80 Goal	2.55	---
FY 80 Achieved	2.19	34.61
<i>FY 81</i>	<i>2.26</i>	

SECRET

~~SECRET~~

Table 1

ON-DUTY STRENGTH WOMEN & MINORITY PROFESSIONALS
FY 1979 AND FY 1980

<u>% Women Professional ODS</u>		<u>% Professional ODS, GS-12 & Up</u>
FY 79 Goal	17.49%	10.23%
FY 79 Achieved	18.09	10.22
FY 80 Goal	18.73	10.69
FY 80 Achieved	19.40	10.71
<u>% Black Professional ODS</u>		
FY 79 Goal	4.22%	1.81
FY 79 Achieved	3.83	1.90
FY 80 Goal	4.56	2.39
FY 80 Achieved	4.2	2.28
<u>% Asian American Prof. ODS</u>		
FY 79 Goal	1.92	1.79
FY 79 Achieved	1.99	1.92
FY 80 Goal	2.10	2.04
FY 80 Achieved	1.9	1.04
<u>% Hispanic Professional ODS</u>		
FY 79 Goal	1.65	1.03
FY 79 Achieved	1.56	1.08
FY 80 Goal	1.89	1.16
FY 80 Achieved	1.7	.62

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